District Level Capacity-Building and Awareness Programme “Shram Samvaad” on Labour Codes, Labour Welfare and Social Protection held in Bhopal, Madhya Pradesh

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A District-Level Capacity-Building and Awareness Programme, “Shram Samvad”, on Labour Codes, Labour Welfare and Social Protection was jointly organised on 28th October, 2026 at Bhopal, Madhya Pradesh by the Ministry of Labour & Employment (MoLE), Government of India, and the Labour Department, Government of Madhya Pradesh, at Bhopal, Madhya Pradesh.

The programme aimed to enhance awareness among employers and HR, legal and finance professionals regarding the four Labour Codes and the rules framed thereunder. It also focused on strengthening institutional capacity for the implementation of labour reforms, promoting awareness of labour welfare and social protection initiatives, and facilitating Centre–State coordination and stakeholder engagement.



The programme was jointly presided over by **Shri Raghuraj Rajendran, Secretary, Labour, Government of Madhya Pradesh, and Shri Govind Ram, Deputy Secretary to the Government of India, Ministry of Labour & Employment (MoLE)**. Senior officers from MoLE, the Labour Department, Government of Madhya Pradesh, the Employees' Provident Fund Organisation (EPFO), the Employees' State Insurance Corporation (ESIC) and the Directorate General of Labour Welfare (DGLW) also participated in the programme, along with employers, industry representatives and HR, legal and finance professionals.

The programme comprised a series of technical sessions designed to provide participants with practical insights into the Labour Codes, statutory compliance requirements for employers and key social security initiatives of the Government of India.

Shri Raghuraj Rajendran, Secretary, Labour, Government of Madhya Pradesh, in his inaugural address highlighted the importance of stakeholder awareness, compliance preparedness and effective implementation of the new labour law framework. He elaborated on the initiatives taken by the State Government with regard to implementation of the Labour Codes.



Shri Govind Ram, Deputy Secretary, MoLE, delivered the keynote address, outlining the key features and objectives of the Labour Codes. He also led the first technical session, presenting a comprehensive overview of the four Labour Codes, their objectives and the major reforms introduced through the new legislative framework. The session helped participants understand the broader vision and significance of labour law reforms for both employers and workers.

The **second technical session** focused on the key compliance requirements for employers under the four Labour Codes and the applicable Central Rules. The **third and fourth sessions** focused on the Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY) and the Pradhan Mantri Shram Yogi Maandhan (PM-SYM) Scheme, respectively.

To facilitate effective implementation of the Labour Codes and the applicable Rules, the Ministry of Labour & Employment also shared the *Handbook of Compliance for Employers* and the *Compilation of Frequently Asked Questions* with the participants. The programme

concluded with an interactive question-and-answer session, providing participants with an opportunity to raise queries and seek clarification on the Labour Codes, compliance requirements and social security provisions.



During the first phase of the “Shram Samvad” awareness campaign on Labour Codes, held from 28 September to 6 October 2026, the Ministry covered 16 districts across seven States/Union Territories. The programme series in Madhya Pradesh marks a further step towards engaging employers, industry representatives and compliance professionals at the district level.

The initiative reflects the importance of Centre–State coordination and sustained stakeholder engagement in promoting awareness of labour reforms, improving compliance preparedness and extending the benefits of employment and social security schemes to eligible beneficiaries.

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